



Missouri Woman

Missouri women achieving their full potential *Summer 2001*

The Independence of a Woman



Independence Day is the national holiday of the United States of America commemorating the signing of the Declaration of Independence by the Continental Congress on July 4, 1776, in Philadelphia, Pennsylvania.

Just like our innovative forefathers who took courage and forged new paths, there are many outstanding foremothers in the State of Missouri who have forged ahead and made significant contributions throughout history.

In 1867, the Missouri Woman Suffrage Association was formed in St. Louis. A founder of the organization and its first president was Virginia Minor, who declared at an 1872 suffrage convention held in St. Louis that “the Constitution of the United States gives me every right and privilege to which every other citizen is entitled.”

That October, she put her views to a test and tried to register to vote. When St. Louis County election officials turned her away, Minor and her husband, a lawyer, filed suit and took their case to the U.S. Supreme Court in 1875. The Court ruled unanimously against the Minors – women were citizens, but not all citizens could vote – the political rights of women were controlled by their individual states. Securing the right to vote would require a constitutional amendment.

Other Missouri women carried on the suffrage fight. Phoebe Couzens, the first female graduate of Washington University School of Law in 1871, lectured on women’s rights and helped found the National Women’s Suffrage Association. A stirring speaker, she first appeared before the Missouri legislature in 1869 to lobby for passage of voting rights legislation. In 1887, she became the first woman ever named a U.S. Marshal when she was appointed to the Eastern District of Missouri.

Meanwhile, other Missouri women were following the more traditional role of supporting politician husbands. Julia Dent, a St. Louis native, married Ulysses S. Grant in 1848, and in 1869 accompanied the successful Civil War General to the White House, where he served two terms as President.

But despite the bonds of law and convention, women soon began stepping into the political arena themselves. In 1890, Annie White Baxter, a Democrat from Carthage, won election from an all-male electorate as Jasper County clerk.

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Her victory, by 438-vote plurality, marked the first time that a Missouri woman had won public office. Her opponent filed a legal challenge, claiming that a woman could not hold office, but the courts rejected his argument – and her election stood. From 1908 to 1916, Baxter also served as registrar of lands for Missouri.

In June 1916, St. Louis hosted the Democratic Convention that nominated Woodrow Wilson for a second term as President. Suffragists who wanted to vote for women from around the state and nation converged on the city and staged a silent protest along a 10-block route leading to the convention hall. Seven thousand strong, they waved yellow banners and wore yellow sashes or streamers; their demonstrations became known as the “Golden Lane”.

Helen Guthrie Miller, a Columbia resident, continued the fight in 1919 when she spoke to the Missouri Democratic Convention on women’s suffrage. She was the first woman asked to speak to a Missouri political party. In 1920, the persistence of these suffragists paid off with the ratification of the 19th Amendment to the Constitution which finally granted women the right to vote. On August 31, 1920, Marie Ruoff Byrum of Hannibal became the first woman voter in the State of Missouri.

In 1919, the National Federation of Business and Professional Women’s Clubs was founded in St. Louis; the St. Joseph local was also founded in the same year. In coming years, the nonpartisan BPW/USA and its Missouri organization, established in 1921 in Moberly, would become an effective lobby for women’s issues.

Slowly the floodgates began to open, admitting more women to the political scene. Mayme Ousley, a St. James Republican, waged a tough campaign to become Missouri’s first woman mayor in 1921. In the meantime, two women – Melcene Smith (St. Louis) and Sarah Lucille Turner (Kansas City) – were elected to the House in 1922 for single terms. Smith sponsored 11 bills, six of which became law. Turner, a lawyer, was the first woman to serve as acting Speaker of the House in 1923.

Other women moved forward. Emily Newell Blair, a Joplin native, was a well-known suffragist who served as the first woman vice president of the Democratic National Committee in 1922. Later she traversed the United States, organizing Democratic women’s clubs; she was also named chair of the Consumer’s Advisory Board of the National Recovery Act and head of the Women’s Army Corps.

The third female legislator and the first Republican to win election was Emma Knell, a funeral director from Carthage, who took office in 1924 and served for three terms. An active legislator, she co-sponsored a bill that created the Missouri Highway Patrol system and introduced another bill that required every Missouri school to fly the American flag.

Source: <http://www.umsi.edu/services/library/womenstudies/1stcent.htm>



Melcene
Smith

Sarah
Lucille
Turner

The Missouri Women’s Council will be honoring outstanding women in history such as these at our exhibit entitled, “The Exception to the Rule” in March, 2002 at the Capital Rotunda Museum in Jefferson City. For additional information on the exhibit or historical women of Missouri, contact us toll-free in Missouri at 1-877-426-9284 or locally at 573-751-0810.

From the Executive Director . . .

Dear Friends,

There is an old saying that “many women are just one paycheck away from poverty”. Divorce, widowhood, single motherhood, a disabled spouse, or not acquiring a marketable set of skills in a fast-changing environment can cast a woman below the poverty line rather quickly.

There are also women who face barriers to employment – having low self esteem that allows them to become victims of domestic violence; poor communication skills or language barriers; substance abuse; mental health problems; poor physical conditions; or lack of adequate child care nearby.

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 enacted by Congress forced many women and families off of welfare and into the workforce. There is now a significant body of work that has examined the results of this Act and the challenges that lie ahead; (1) A majority of those leaving welfare are working for wages that still leave them in poverty and in jobs that do not provide healthcare; and (2) low-income working families are losing access to supportive services such as food stamps, childcare, and Medicaid.

Two new reports entitled, “Welfare Reform Strategies for a Better Missouri”, by a coalition of non-governmental social agencies, and “Beyond Work First – How to Help Hard-to-Employ Individuals Get Jobs and Succeed in the Workforce,” a discourse on how to rework our welfare strategies by Manpower Demonstration Research Corporation, both speak to the need for greater flexibility in helping individuals stay off welfare.

By July 2002, Temporary Assistance to Needy Families (TANF), which funds cash assistance, reaches its deadline. These funds need to exist longer and contain more flexibility on a case by case basis. If a woman needs help with childcare while she is working and going to school, she should be able to receive that help to ensure continued and future employment. If there are employment barriers, women may need continued assistance while they are employed such as counseling or healthcare. Only then will the individual who is hard-to-employ have a chance at obtaining a decent wage, staying in the workforce, and eventually become self-sufficient.

As women, we are often not a part of the political and policy-making process. We need to speak up on issues and let our legislators know how we feel about policy that affects us and our sisters.

On another note, I want to welcome our Council’s new Chair, **Katherine Emke** of Kansas City. Kathy is a busy attorney who brings lots of enthusiasm to the office and I am looking forward to working with her. I also salute new Council members **Cheryl Coleman**, a human resource manager for Swope Park Health Center in Kansas City, and **Lori Patterson**, County Treasurer of Adair County.

Two outstanding Council members’ terms ended this year – **Denise Osment** of Osage Beach, and **Susan Solovic** of St. Louis. They gave a year of devoted service to the Council and the women of Missouri. We thank you both.

I am often asked how do you join the Council. It is not a membership organization but a bipartisan body comprised of 15 women, 11 appointed by the Governor, 2 state senators and 2 state representatives. If you are interested in serving, contact the Governor’s Boards and Commissions’ office in the State Capital and submit your resume there.

And finally, this year we had a Women and the Law Committee that advocated for legislation that affects women and families. We post the status of this type of legislation both in our Newsletter and on our website. Let us know what legislation you feel strongly about. The status of women in the State and in our nation will only advance if you participate. So get involved!



With friendship,

A handwritten signature in dark ink, which appears to read "Gale". The signature is fluid and cursive.

Gale Kessler
Executive Director

Diabetes - The Silent Predator

Nearly 16 million Americans have diabetes. Many don't know it. It is more common among people who are elderly or overweight and among African Americans, Hispanics and Native Americans.

What is diabetes?

Most of the food we eat is turned into glucose (a sugar) that our body uses for energy. The pancreas, a little organ near the stomach, produces insulin (a hormone) to help glucose get into our body's cells. With diabetes, the pancreas either doesn't make enough insulin, or the body cannot use the insulin properly. The glucose then builds up in the blood, overflows into the urine, and is carried out of the body instead of being used by the cells for energy. Diabetes can lead to serious, even life-threatening emergencies and serious damage to many parts of the body: the heart, eyes, kidneys, blood vessels, nerve endings, feet, and legs.

Symptoms of diabetes

- Feelings of extreme thirst
- Losing weight without trying
- Sudden vision changes
- Feeling tired much of the time
- Having sores that are slow to heal
- Having nausea, vomiting, or stomach pains may come with the sudden development of juvenile diabetes.
- The need to urinate frequently
- Feeling extremely hungry
- Feeling a tingling or numbness of hands or feet
- Having very dry skin
- Experiencing more infections than usual

Types of diabetes

Type I (Juvenile) Diabetes: Usually occurs in children and is caused when the body's immune system attacks its ability to produce insulin. People with this condition need daily injections of insulin to live. They also need to follow a strict diet and monitor their blood sugar level.

Type II (Adult-Onset) Diabetes: Primarily affects overweight adults. In many cases, it can be regulated with diet, exercise, and weight control.

Gestational Diabetes: Appears in pregnancy in some women, and it usually goes away after the baby is born. It can cause complications during pregnancy, and it must be monitored carefully. Women with gestational diabetes are at higher risk of developing Type II diabetes later on.

The National Women's Health Information Center – www.4woman.gov

Houston Girls Travel to Jefferson City for Women in State Government



From left to right: Lyndsay Strahan, Erin Maxwell, Lindsay Postlawait, Pamela O'Neal (Women's Council), Bridget Mason, Tracy Hill

Houston High School students received a Career Path Tour grant in January 2001 from the Missouri School-to-Work program which provided opportunity for HHS senior girls to meet with women in state government. All senior girls were invited to attend a day tour of the Missouri Supreme Court, state legislatures in session, tour the capitol, the state auditor's office, and the Missouri Women's Council.

After spending a busy but invigorating day at the capitol, the girls met with Pamela O'Neal, Research/Planner of the Missouri Women's

Council to learn about the services provided to the women of Missouri and opportunities available for young women in education and the workforce. The girls also received useful information on preparing for careers, being successful as women business owners, and training and education opportunities across the state.

Our Global Sisters: Number of Working Women Worldwide Increases - Glass Ceiling and Wage Inequity Remain



In recognition of International Women's Day, the International Labor Organization released a report on the status of working women around the world. According to the report, women now make up 40 percent of the global workforce. However great barriers remain for women at all levels in all areas of the world. Wage inequities and glass ceilings persist, and for women of color, the parity between women's and men's wages is even greater. The international study encouraged countries' governments to pass legislation that would ensure equality and eradicate discrimination, and suggested labor unions and workers' organizations focus on improving women's access to higher-level positions.

Source: Feminist Majority Foundation Online www.feminist.org/news/newsbyte/uswirestory.asp?id=5322

Do Men and Women Lead Differently?

The results of a major study of gender differences in organizational leadership conducted by the Management Research Group revealed some interesting findings.

Eighteen hundred men and women from the United States and Canada were matched on organization, management level, job function and management experience.

Each manager completed the Leadership Effectiveness Analysis Self Questionnaire™ and was evaluated by the average of one boss, four peers and four direct reports who used the Observer version of the same questionnaire.

According to the research, there are leadership differences between the sexes that were perceived in a similar way by four different groups (self, boss, peers and direct reports). But on one important point, overall effectiveness, the sexes are seen to be the same: bosses rated men and women as equally effective leaders. Curiously, peers and direct reports viewed women as slightly more effective than men.



What were the major leadership differences uncovered?

- ◆ Women scored higher on leadership scales measuring orientation toward production and the attainment of results, while men scored higher on scales assessing an orientation toward strategic planning and organizational vision.
- ◆ Women were seen as operating with more energy, intensity and emotional expression along with a greater capacity to keep others enthusiastic and involved, while men were seen as more likely to maintain a low-key, understated and quiet interpersonal style through the control of emotional expression.
- ◆ Women were rated higher on people-oriented leadership skills by all, while men were rated higher on business-oriented leadership skills by bosses and peers, but not by direct reports.

The findings suggest several useful developmental opportunities:

Women may benefit from additional training in strategic analysis and planning, while men may benefit from additional training in interpersonal and relational skills.

Source: Robert I. Kabacoff, Ph.D., "Gender Differences in Organizational Leadership", Management Research Group, Portland, ME

4th Annual Governor's Economic Summit



The 4th Annual Governor's Economic Summit for working women blossomed into life on April 25th. Eager participants surrounded the registration desk in order to collect their materials for the informative and fun-filled two-day conference!

Meanwhile, preparation was underway for an information gathering session in the Working Women's Exhibit Hall. Over 48 vendors were in attendance at this year's conference, and shared their valuable information and insights with conference participants.



State Treasurer Nancy Farmer helped open the two-day event by providing encouraging words at the Opening General Session. Her information and statistics reinforced the fact that the women of Missouri need to tap into all resources available in order to be strong, upwardly mobile, and productive members in the economy.

Tom Jones, Director of the Division of Workforce Development, also greeted and welcomed conference attendees at the Opening General Session. He pledged his support to making Missouri the best place to live, work, vacation and conduct business, and emphasized his support of the working women across the State.



Commit for Working Women Highlights

Lt. Governor Joe Maxwell was a guest speaker at the Working Women's Luncheon entitled "Spring Forward" on April 26th. Lt. Governor Maxwell stressed his dedication and commitment to the women of Missouri and re-enforced the administrations' view that women in business, as well as all women in the workforce, are a particularly critical factor in the success of Missouri's economy.



Dr. Blanche M. Touhill, Chancellor of the University of Missouri – St. Louis was awarded the 2001 Award of Distinction for her significant impact upon the women of Missouri and their families. Presenting the award on stage with Dr. Touhill (left) from left to right were Jane Klieve, Acting Chair of the Missouri Women's Council, and Gale Kessler, Executive Director of the Missouri Women's Council.

State Representative Vicky Riback Wilson accepts warm wishes from Rose Kemp for winning the Rose Kemp Public Service Award. Rose, wearing her signature hat, thanked and congratulated Representative Wilson for her dedication as a public servant and for being a tireless champion of women's rights.

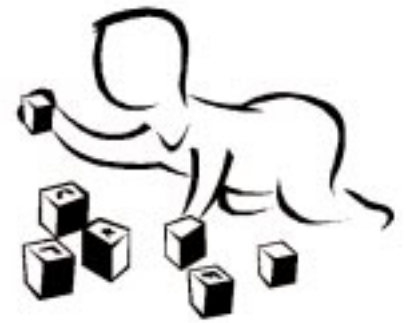


We would once again like to thank our fabulous sponsors for their support of our 4th Annual Governor's Economic Summit for Working Women:

Missouri Division of Workforce Development, Missouri Lottery, Missouri American Water Company
U.S. Department of Labor – Women's Bureau, Attorney Clyde P. Angle, Dial Corporation,
Hawthorn Foundation, and Mrs. Denise Osment.

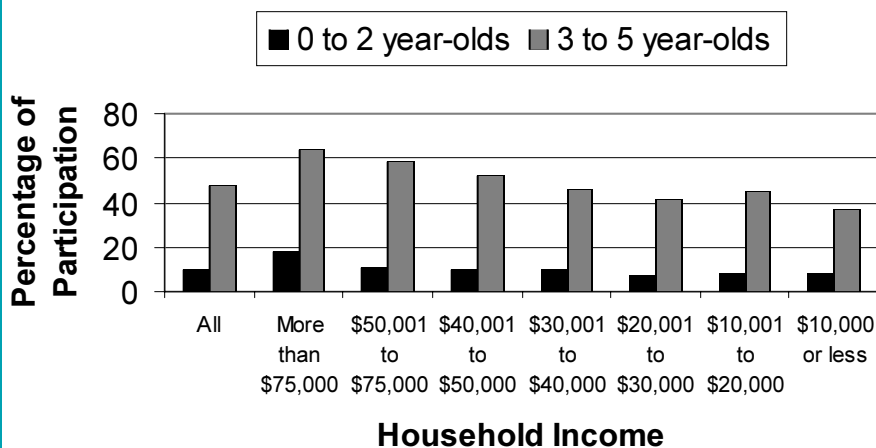
Child Care in Missouri

Research continues to demonstrate the lifelong significance of a child's earliest experiences. At the same time, more children need non-parental care during their early years. Women are returning to work when their children are younger and an increasing number of households have all adults employed. Current research also shows that often this non-parental care is haphazard or even dangerous, in spite of the importance of the early years. All children can suffer from poor quality care, but poor children are especially vulnerable. And poor children are least likely to access good quality care, even though they benefit more from a good early learning experience.



Neurological research continues to stress the importance of early experiences for infants and young children. Positive experiences in these early years create physical differences in the brain that have a lifelong impact on the child's emotional and intellectual capacity. These experiences include interaction with a caring adult, consistency of care and exposure to stimulating activities.

Preschool Participation 1995 - 1996



Parents are the primary source of this care but an increasing number of children spend a significant part of their day in non-parental care. When this care is consistent and loving, children benefit. However, many settings provide haphazard or even dangerous care that can produce lifelong problems. Access to high quality, affordable early learning is necessary for children to thrive and for parents to succeed at work.

What keeps families from receiving quality care?

While it is difficult to measure quality, research does show that **regulation generally improves quality. Inspection and licensure address basic health and safety concerns. Beyond those basics, rigorous accreditation process also provides some assurance that the children are engaged in activities that nurture their development.** Families at all income levels have difficulty securing quality early care and education but low income families face even bigger hurdles.

Barrier: Capacity

Often, high quality care is simply not available. The Missouri Child Care Resource and Referral Network reports a statewide shortage of infant care. Even high-income families have problems accessing good infant care: one center in St. Louis charges \$250 per week and still has a two-year waiting list. There are also reported shortages of special needs care and care outside regular business hours. Low-income parents are often employed on second and third shifts. In rural areas, transportation issues can keep parents from getting children to early learning programs.

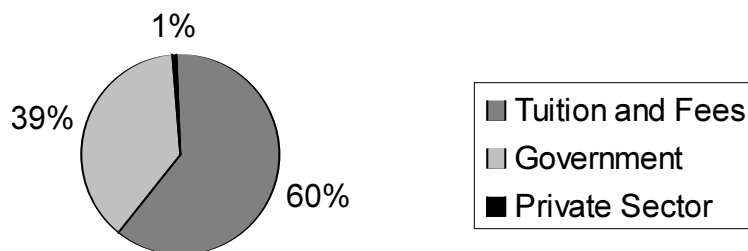
Barrier: Price of Care

Families simply cannot afford quality care. The average cost of early care compares to that of higher education. In Missouri, the average cost of full time center care for an infant is \$5,200 per year and varies in every county. Tuition at Missouri public universities averages \$3,230 per year. (Children's Defense Fund, 1998)

Barrier: Inadequate Subsidies

A Missouri family of four is eligible for a subsidy if they earn less than \$21,879 per year. If that family has an infant and a preschool age child, the average annual cost of child care in a family care home is \$8,320 or thirty-eight percent (38%) of income. Missouri's current subsidy would cover \$7,280, less \$1,040 in parent co-payments. This means a family pays slightly less than ten percent (10%) of their income for care – a very reasonable amount. However, the higher the quality of care, the more likely it is that parents would also be giving a co-payment to the provider which would cut into their disposable income. And, a family earning slightly more receives no help at all. This “cliff” effect makes it extremely difficult for families trying to work their way out of poverty.

Early Learning Revenue Sources



Progress in Missouri

One way to increase the capacity of quality care is by consumer demand. Parents who fully understand their choices and the impact of their choices will begin to demand higher quality.

In 1998, the Missouri legislature earmarked approximately \$21 million for an Early Childhood Development and Care Fund, through House Bill 1519. Much of this money will go toward new preschool spaces for 3 and 4 year olds. Some will be used to expand capacity for infant care through Early Head Start. This bill also sets aside funds to increase subsidy reimbursement rates for accredited early learning providers.

Missouri's Department of Social Services has always paid higher reimbursement rates for infant care. When they increased rates in 1999, the increase for infant caregivers was proportionally larger to spur the development of additional capacity for babies. Increases were also given to providers of odd-hour care. However, this affects only a small percent of individuals needing childcare.

Source: Citizens for Missouri's Children, <http://www.mokids.org/policybrief/1999-08/index.phtml>

Make Your Contribution to the Improvement of Childcare in Missouri Your Voice and Opinion Can Make a Difference!

The Missouri Women's Council is conducting a Child Care Needs Assessment during the Summer of 2001. We are polling parents across the state of Missouri to address the specific needs, shortfalls, and recommendations with early childcare in Missouri. Your input about your childcare needs is essential so that we may develop a comprehensive and accurate picture of the childcare needs facing the parents and children of Missouri.

In order to be a part of the Child Care Needs Assessment, please contact the Missouri Women's Council toll-free in Missouri at 1-877-426-9284 or locally at 573-751-0810, or download the survey from our website at www.womenscouncil.org.

Women's Council Resources

Missouri Woman Quarterly Newsletter
Business Resource Directory
Self-Sufficiency Standards Study
Women's Council Brochure/Foundation Brochure
Hotline Card

Fact Sheet # 1 – *The Wage Gap*
Fact Sheet # 2 – *Women in Public Life*
Fact Sheet # 3 – *Women and Retirement*
Fact Sheet # 4 – *Women-Owned Businesses*
Fact Sheet # 5 – *Missouri Career Centers*
Fact Sheet # 6 – *Domestic Violence*
Fact Sheet # 7 – *Women in Technology*
Fact Sheet # 8 – *Women in the Workforce*
Fact Sheet # 9 – *Women Aged 55-64*

These resources may be obtained free of charge by contacting the Missouri Women's Council or downloaded off of our website at www.womenscouncil.org.



**The Missouri
Women's Council is
pleased to
introduce our three
new members!**

Katherine Emke, Chair, Kansas City

Cheryl Coleman, Kansas City

Lori Patterson, Kirksville

Legislative Alert

Among women with breast cancer, those without health insurance are 49% more likely to die than those with insurance. The Breast and Cervical Cancer Prevention and Treatment Act, signed into law last October by President Clinton after lobbying by grassroots activists, will make it easier for these women to receive treatment. The legislation gives states the option to provide medical assistance to women diagnosed with breast and cervical cancer through a federal screening program. Previously, the program diagnosed the cancer, but left women without medical insurance in the lurch. (*Ms. Magazine*, June/July 2001)

In Missouri, **Senator Betty Sims** introduced Senate Bill 448. This Bill proposed to extend Medicaid or insurance coverage for breast, cervical, and prostate cancer. SB 448 did not make it out of committee, but House Bill 762, sponsored by **Representative Jim Kreider** and co-sponsored by **Representative Joan Barry**, was passed, and states that "Missouri Medicaid recipients are eligible for Medicaid coverage for breast and cervical cancer." It has been sent to Governor Holden for signature.

Our fall edition of *The Missouri Woman* will contain the results of the first regular legislative session for 2001. Don't miss it!

Resource and Referral – How May We Help You?

The Missouri Women's Council is very proud of our Resource and Referral Center! The goal of the Resource and Referral Center is to connect customers to information, people, agencies, community-based organizations, and services across Missouri. The Center offers the following types of information without charge to Missouri citizens:

- Referrals to other agencies, community organizations, and educational institutions
- Studies on pertinent women's issues
- Legislative information
- Fact sheets and statistics on issues and our Business Resource Directory
- Job opportunities available online

Contact us toll-free at 1-877-426-9284 and see how we can help you!

Friends of the Missouri Women's Council

THANK YOU!!

To our many Friends of the Missouri Women's Council who responded to our request for donations since March, 2001. Also to those of you who did not make the deadline of our newsletter, thank you. Your gift will help us expand the numbers of women we help with our information, publications and programs.

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You, Too, Can Become a Friend of the Missouri Women's Council

Become a Friend of the Missouri Women's Council and help continue the journey toward economic opportunity, family stability and civic progress for the women of Missouri. Support can come at many different levels:

Donor – \$50
Small Business – \$100
Corporate – \$500
Bronze – \$1,000
Silver – \$1,500 - \$5,000
Platinum – \$10,000
Senior – \$20
Student – \$15

To become a Friend of the Missouri Women's Council, contact us today! Your donations are tax deductible per the law!

The Missouri Women's Council

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Melissa Brown, Administrative Assistant

*Missouri's prosperity grows as
women become stronger economic,
civic and family leaders.*

Women-Owned Businesses Decline in Missouri

In 1997, there were 103,626 women-owned businesses in Missouri, accounting for 25.2% of all firms statewide. Between 1992 and 1997, there was a -12.1% decline in women-owned firms in Missouri. Within Missouri, the largest concentration of women-owned businesses are located in the Kansas City and St. Louis metropolitan areas: St. Louis County (21.3%), Jackson County (11.4%), St. Charles County (6.0%), St. Louis City (5.1%), and Green County (4.5%).

In terms of total sales and receipts, the largest grossing areas are St. Louis County, Jackson County, and St. Louis City. It is important to note that although St. Charles County ranks third in percent of women-owned firms, it only ranks

seventh in terms of gross sales. This indicates that the area's large number of firms generate a smaller economic impact in the State.

The majority of women-owned businesses in Missouri are concentrated in two main industry groups – services (53.5%) and retail trade (19.22%). Other sectors include finance, insurance and real estate (9.5%) and other industries not classified (6.4%). However, in terms of total sales and receipts, the largest grossing industries are wholesale trade, retail trade, services, and manufacturing. This indicates that although the trade and manufacturing sector has fewer firms, in terms of gross sales they have a larger impact on Missouri's economy.

Source: Missouri Department of Economic Development



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